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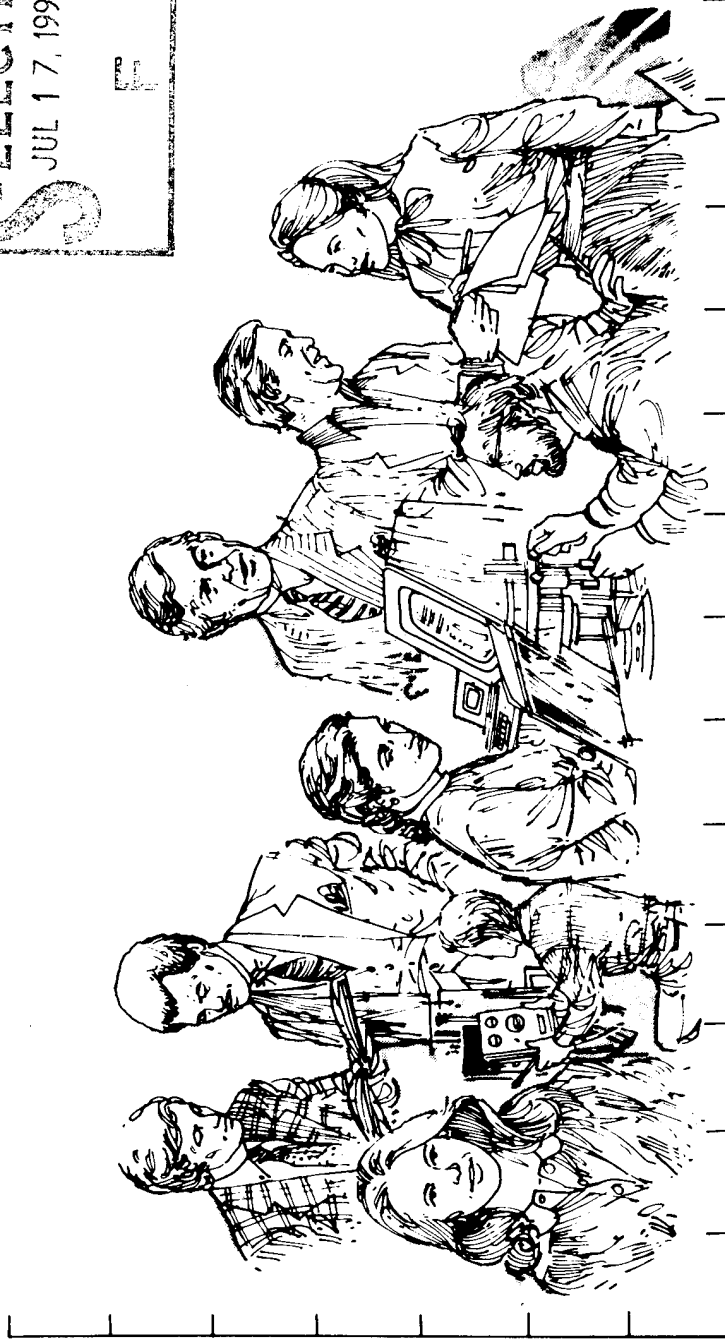
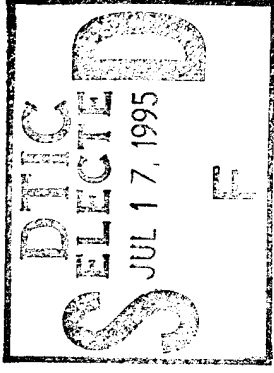
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CIVILIAN MANPOWER STATISTICS

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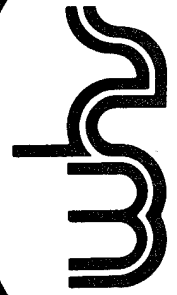
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WASHINGTON HEADQUARTERS SERVICES

Department of Defense

CIVILIAN MANPOWER STATISTICS

MARCH 31, 1995

*Issued Quarterly by
Washington Headquarters Services
Directorate for Information
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FOREWORD

Civilian Manpower Statistics (CMS) is a quarterly publication prepared by the Washington Headquarters Services, Directorate for Information Operations and Reports (WHS/DIOR) of the Office of the Secretary of Defense.

CMS provides statistical information on the civilian work force of the Department of Defense (DoD), with the exception of personnel of the National Security Agency, Defense Intelligence Agency, and personnel paid from nonappropriated funds. It is produced primarily from an integrated data base developed and maintained by WHS/DIOR from monthly information provided to the Office of Personnel Management on Standard Form 113-A, *Report of Federal Civilian Employment*.

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TABLE 1

**DoD Civilian Employment, by Function and Employment Status,
According to Defense Component - March 31, 1995**

FUNCTION/EMPLOYMENT STATUS	TOTAL DoD a/	ARMY	NAVY b/	AIR FORCE	OTHER DoD ORGS. c/
MILITARY FUNCTIONS					
FORMER OMB CEILING EMPLOYMENT	860,383	269,644	257,737	187,711	145,291
DIRECT HIRE	816,565	245,575	247,492	180,676	142,822
INDIRECT HIRE	43,818	24,069	10,245	7,035	2,469
GRAND TOTAL EMPLOYMENT	864,703	270,249	259,731	188,137	146,586
DIRECT HIRE	820,885	246,180	249,486	181,102	144,117
INDIRECT HIRE	43,818	24,069	10,245	7,035	2,469
CIVIL FUNCTIONS (ALL DIRECT HIRE)					
FORMER OMB CEILING EMPLOYMENT	27,202	27,201	0	1	0
GRAND TOTAL EMPLOYMENT	28,214	28,213	0	1	0
TOTAL MILITARY AND CIVIL FUNCTIONS					
FORMER OMB CEILING EMPLOYMENT	887,585	296,845	257,737	187,712	145,291
DIRECT HIRE	843,767	272,776	247,492	180,677	142,822
INDIRECT HIRE	43,818	24,069	10,245	7,035	2,469
GRAND TOTAL EMPLOYMENT	892,917	298,462	259,731	188,138	146,586
DIRECT HIRE	849,099	274,393	249,486	181,103	144,117
INDIRECT HIRE	43,818	24,069	10,245	7,035	2,469

a/Included in Grand Total Employment but excluded from Former Office of Management and Budget (OMB) Ceiling Employment are employees formerly exempt from OMB ceiling control. Refer to Office of Personnel Management Operating Manual, "The SF - 113 Summary Data Reporting System," for a delineation of employment formerly exempt from ceiling control.

b/Includes Marine Corps civilian personnel.

c/See Glossary for a list of Other DoD Organizations.

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TABLE 2

Trends in DoD Civilian Employment Subject to Former OMB Ceiling,
by Function, Employment Status, and Defense Component

FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS				LAST 3 MONTHS		
	30 SEP 91	30 SEP 92	30 SEP 93	30 SEP 94	31 JAN 95	28 FEB 95	31 MAR 95
MILITARY FUNCTIONS							
DIRECT HIRE a/	1,044,300	1,003,209	935,875	891,100	870,420	864,452	860,383
INDIRECT HIRE b/	974,169	942,516	884,216	844,395	825,986	820,451	816,565
ARMY	70,131	60,693	51,659	46,705	44,434	44,001	43,818
DIRECT HIRE	366,948	333,691	295,032	278,522	273,959	270,035	269,644
INDIRECT HIRE	318,543	294,689	264,821	252,559	249,387	245,805	245,575
NAVY	48,405	39,002	30,211	25,963	24,572	24,230	24,069
DIRECT HIRE	329,592	309,490	285,934	266,337	260,008	258,871	257,737
INDIRECT HIRE	319,421	299,396	275,596	255,894	249,660	248,599	247,492
AIR FORCE	10,171	10,094	10,338	10,443	10,348	10,272	10,245
DIRECT HIRE	233,491	214,796	201,991	196,077	188,506	188,026	187,711
INDIRECT HIRE	223,319	206,144	193,745	188,434	181,473	181,001	180,676
OTHER DoD ORGANIZATIONS c/	10,172	8,652	8,246	7,643	7,033	7,025	7,035
DIRECT HIRE	144,269	145,232	152,918	150,164	147,947	147,520	145,291
INDIRECT HIRE	112,886	142,287	150,054	147,508	145,466	145,046	142,822
	1,383	2,945	2,864	2,656	2,481	2,474	2,469
CIVIL FUNCTIONS a/							
(ALL DIRECT HIRE)	28,252	29,474	28,535	27,959	26,422	26,192	27,202
ARMY	28,251	29,473	28,534	27,958	26,421	26,191	27,201
AIR FORCE	1	1	1	1	1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	1,072,552	1,032,683	964,410	919,059	896,842	890,644	887,585
DIRECT HIRE a/	1,002,421	971,990	912,751	872,354	852,408	846,643	843,767
INDIRECT HIRE b/	70,131	60,693	51,659	46,705	44,434	44,001	43,818

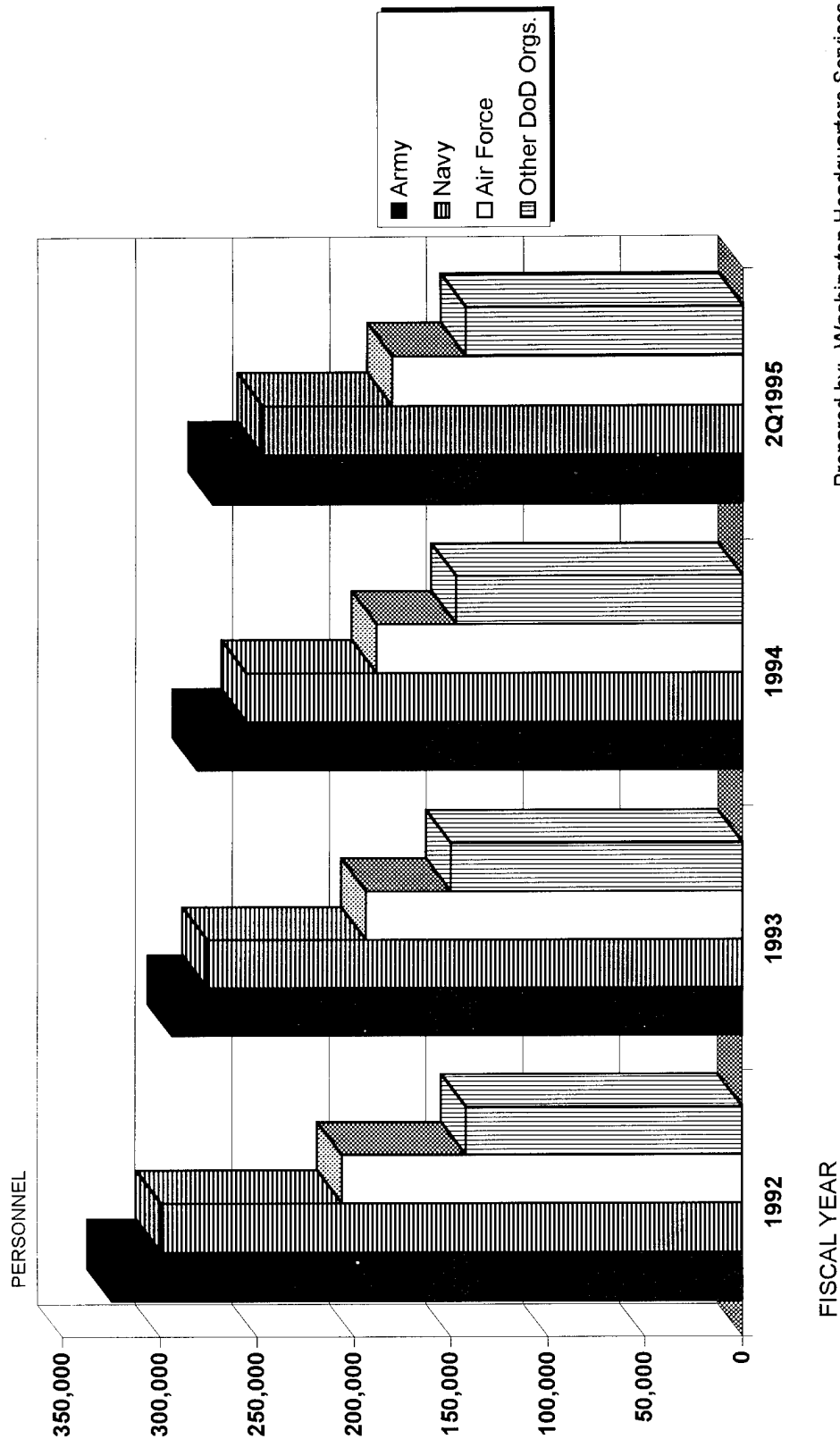
a/As reported officially to the Office of Personnel Management.

b/Foreign Nationals supporting U.S. Military Forces overseas under contracts or agreements with foreign governments.

c/See Glossary for a list of Other DoD Organizations.

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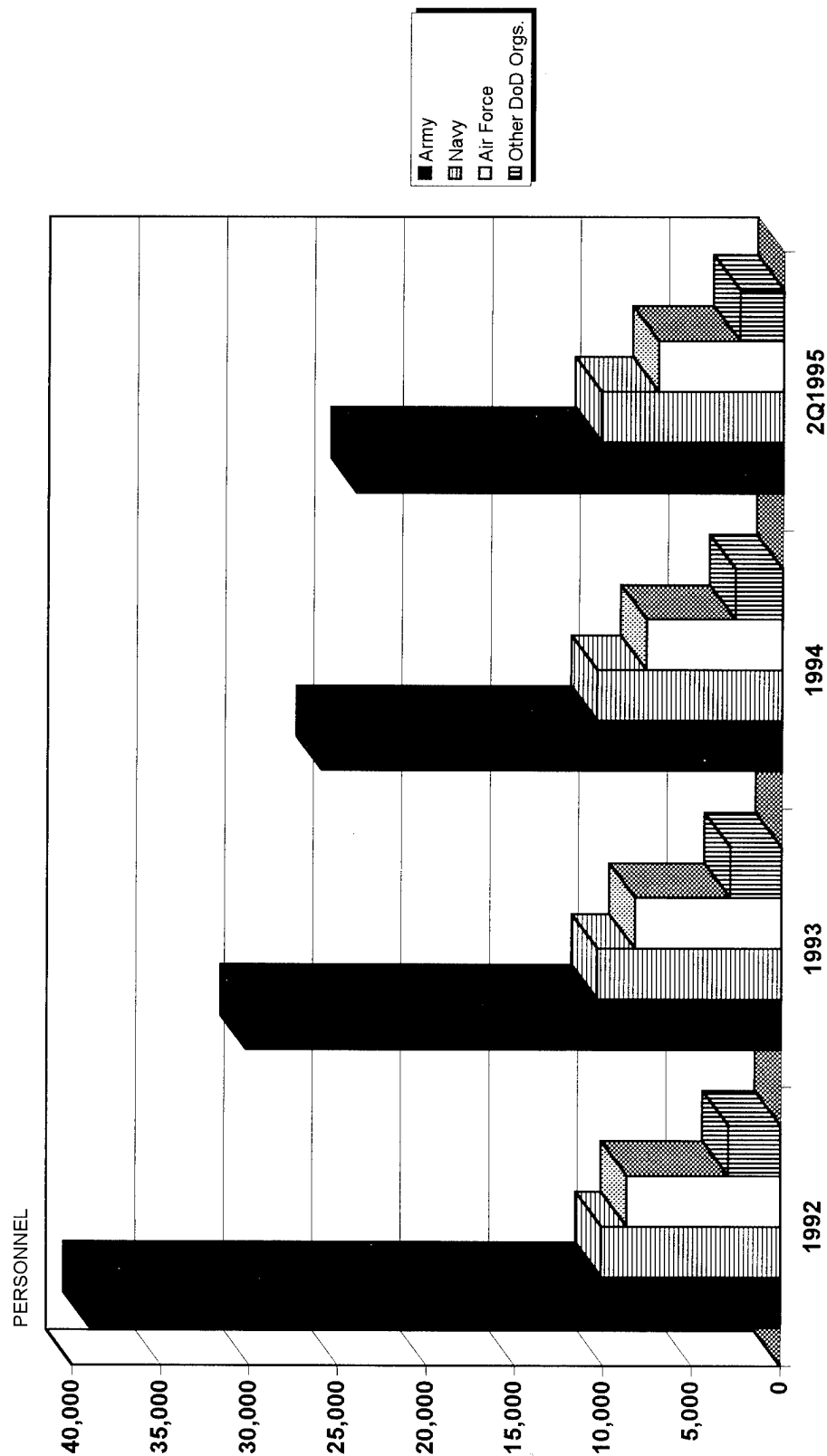
TRENDS IN DoD DIRECT HIRE CIVILIAN EMPLOYMENT, MILITARY AND CIVIL FUNCTIONS



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FIGURE 1

TRENDS IN DoD INDIRECT HIRE CIVILIAN EMPLOYMENT, MILITARY FUNCTIONS



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FIGURE 2

TABLE 3

DoD Direct Hire Civilian Personnel Subject to Former OMB Ceiling, by Function and Defense Component

FUNCTION/COMPONENT a/	TOTAL EMPLOYMENT				PROGRAMMED STRENGTH	FULL-TIME WITH PERMANENT APPOINTMENTS		
	31 JAN 95	28 FEB 95	31 MAR 95	30 SEP 95		31 JAN 95	28 FEB 95	31 MAR 95
MILITARY FUNCTIONS								
ARMY	825,986	820,451	816,565	817,741		753,342	747,588	743,806
NAVY	249,387	245,805	245,575	245,620		222,088	218,450	217,723
AIR FORCE	249,660	248,599	247,492	243,481		235,652	234,827	233,514
	181,473	181,001	180,676	182,972		169,758	168,799	168,170
OSD & ORGANIZATIONS SERVICED b/								
DCPMS	4,789	4,803	4,797	5,238		4,645	4,637	4,626
DeCA	340	337	342	366		331	329	334
DCAA	19,250	18,947	18,981	19,245		9,865	9,862	9,870
DFAS	5,148	5,122	5,135	4,968		5,048	5,020	5,011
DISA	24,329	24,211	24,081	24,003		22,814	22,697	22,589
DIS	7,746	7,649	7,682	8,111		7,450	7,359	7,367
DLA	3,004	2,992	2,985	3,100		2,920	2,914	2,908
DMA	52,964	52,870	51,607	50,649		51,476	51,432	50,404
DNA	7,050	7,051	7,067	7,239		6,919	6,919	6,936
DSA c/	554	558	559	604		532	534	535
DoDEA	486	482	485	569		457	456	461
DoD IG	17,080	17,306	16,384	16,931		10,935	10,914	10,924
DICA d/	1,634	1,627	1,624	1,543		1,624	1,618	1,612
OSIA				1,917				
USUHS	295	292	294	313		282	278	279
	797	799	799	872		546	543	543
CIVIL FUNCTIONS								
ARMY	26,422	26,192	27,202	N/A		25,306	24,984	25,256
AIR FORCE	26,421	26,191	27,201			25,305	24,983	25,255
	1	1	1			1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	852,408	846,643	843,767	N/A		778,648	772,572	769,062

a/ See the Glossary for Component names.

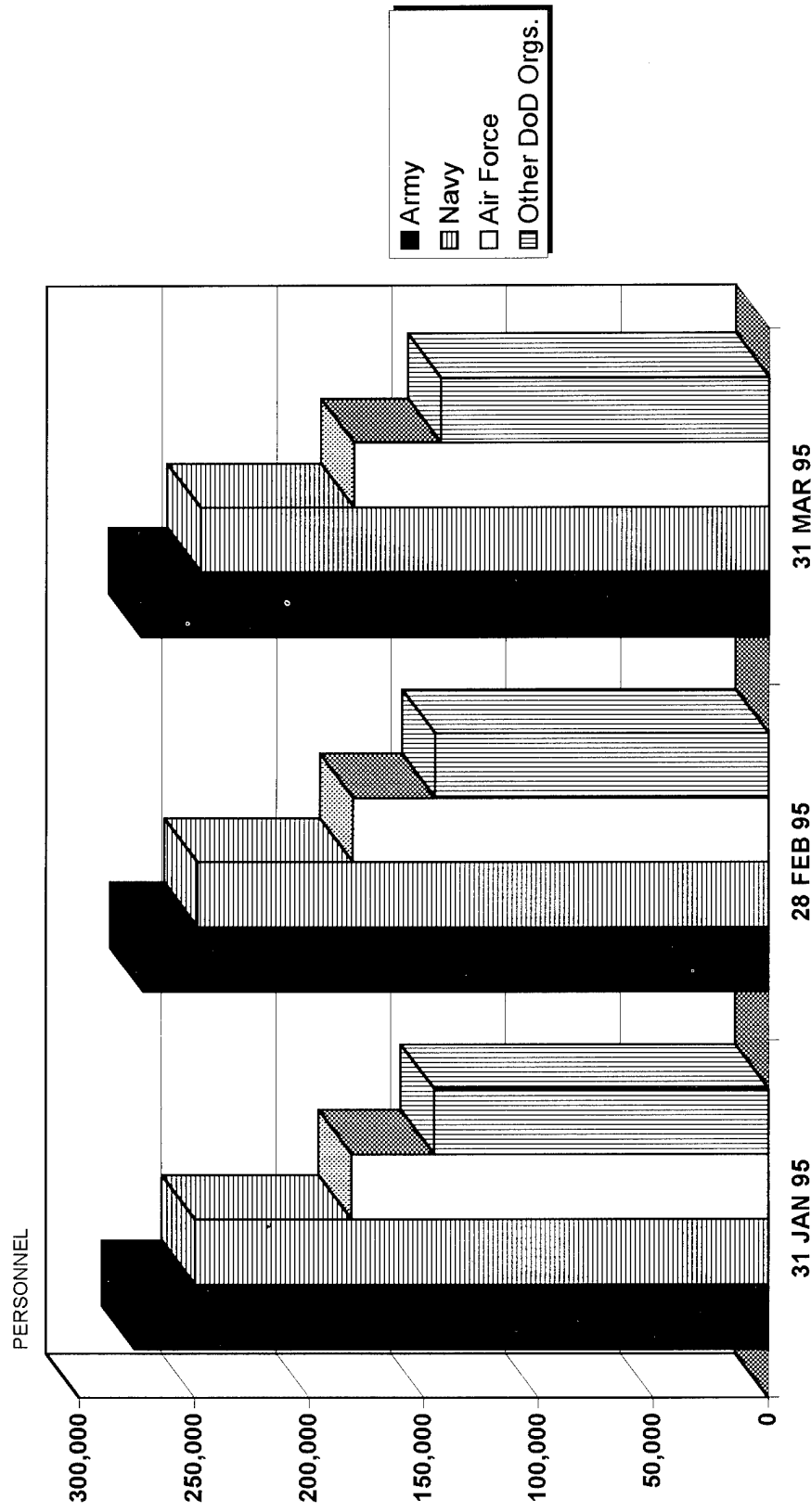
b/ See the Glossary for a list of OSD and Organizations Serviced by OSD.

c/ Prior to June 30, 1992, actual numbers are included in DLA.

d/ Actual numbers are included in the Military Services and selected Defense Organizations.

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DoD DIRECT HIRE CIVILIAN PERSONNEL SUBJECT TO FORMER OMB CEILING, BY MONTH AND DEFENSE COMPONENT



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FIGURE 3

TABLE 4

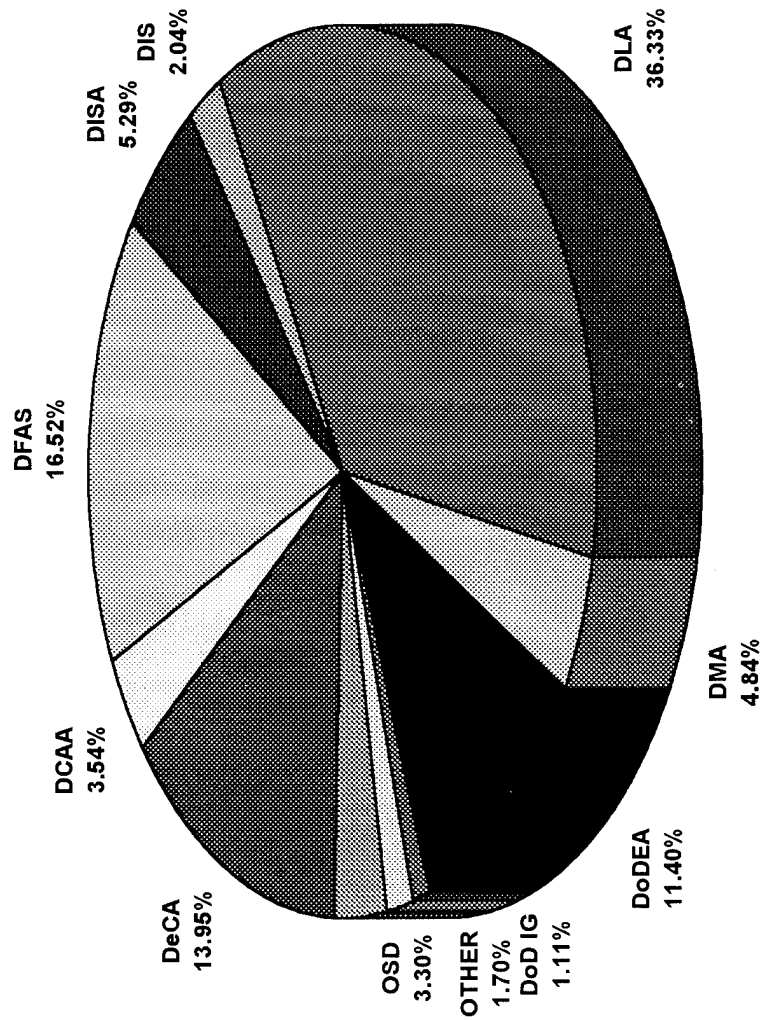
**DoD Direct and Indirect Hire Civilian Personnel, by Component,
(Excluding the Military Departments) - March 31, 1995 a/**

DEFENSE COMPONENTS	TOTAL	DIRECT HIRE CIVILIANS	INDIRECT HIRE CIVILIANS
OSD AND ORGANIZATIONS SERVICED BY OSD b/ DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICE DEFENSE COMMISSARY AGENCY	4,835 342 20,450	4,831 342 19,141	4 0 1,309
DEFENSE CONTRACT AUDIT AGENCY DEFENSE FINANCE AND ACCOUNTING SERVICE DEFENSE INFORMATION SYSTEMS AGENCY	5,183 24,210 7,752	5,178 24,210 7,732	5 0 20
DEFENSE INVESTIGATIVE SERVICE DEFENSE LOGISTICS AGENCY DEFENSE MAPPING AGENCY	2,990 53,253 7,092	2,990 52,450 7,092	0 803 0
DEFENSE NUCLEAR AGENCY DEFENSE SUPPORT ACTIVITIES DEPARTMENT OF DEFENSE EDUCATION ACTIVITY	559 491 16,711	559 491 16,384	0 0 327
DEPARTMENT OF DEFENSE INSPECTOR GENERAL ON-SITE INSPECTION AGENCY UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	1,625 294 799	1,624 294 799	1 0 0
TOTAL	146,586	144,117	2,469

a/Includes personnel not subject to former OMB ceiling control.
b/See the Glossary for a list of organizations serviced by OSD.

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DoD DIRECT AND INDIRECT HIRE CIVILIAN EMPLOYMENT, BY COMPONENT - MARCH 31, 1995



Excludes Military Departments

FIGURE 4

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TABLE 5

**DoD Direct Hire Civilian Personnel, by Type,
According to Defense Component - March 31, 1995 a/**

TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
TOTAL	849,099	274,393	249,486	181,103	144,117
BY STATUS					
FULL-TIME	825,719	268,798	246,509	178,830	131,582
PART-TIME	19,245	5,304	2,739	1,899	9,303
INTERMITTENT	4,135	291	238	374	3,232
BY CAREER SERVICE CATEGORY					
COMPETITIVE	719,469	222,823	231,509	144,861	120,276
EXCEPTED AND SES	129,630	51,570	17,977	36,242	23,841
BY TYPE OF APPOINTMENT					
PERMANENT	781,392	245,981	236,136	169,258	130,017
TEMPORARY/INDEFINITE	67,707	28,412	13,350	11,845	14,100
BY CITIZENSHIP					
U.S. CITIZENS	831,050	264,032	246,175	178,104	142,739
NON-CITIZENS	18,049	10,361	3,311	2,999	1,378
BY LABOR CATEGORY					
SALARIED	630,200	213,239	175,760	120,894	120,307
WAGE BOARD	218,899	61,154	73,726	60,209	23,810

a/Includes personnel not subject to former OMB ceiling control.

b/See the Glossary for a list of Other DoD Organizations.

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TABLE 6

**DoD Direct Hire Civilian Personnel, by Location/Type,
According to Defense Component - March 31, 1995 a /**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
WORLDWIDE TOTAL	849,099	274,393	249,486	181,103	144,117
UNITED STATES	787,844	248,277	238,001	172,897	128,669
BY LOCATION					
WASHINGTON, D.C., SMSA c/	82,639	23,548	33,424	5,596	20,071
REMAINDER OF U. S.	705,205	224,729	204,577	167,301	108,598
BY LABOR CATEGORY					
SALARIED	578,028	190,574	167,649	113,560	106,245
WAGE BOARD	209,816	57,703	70,352	59,337	22,424
BY CITIZENSHIP					
U. S. CITIZENS	787,435	248,023	237,914	172,879	128,619
NON-CITIZENS	409	254	87	18	50
U. S. TERRITORIES	7,467	1,186	4,222	829	1,230
BY LABOR CATEGORY					
SALARIED	4,204	848	2,054	404	898
WAGE BOARD	3,263	338	2,168	425	332
BY CITIZENSHIP					
U. S. CITIZENS	7,451	1,181	4,213	827	1,230
NON-CITIZENS	16	5	9	2	0
FOREIGN COUNTRIES	53,788	24,930	7,263	7,377	14,218
BY LABOR CATEGORY					
SALARIED	47,968	21,817	6,057	6,930	13,164
WAGE BOARD	5,820	3,113	1,206	447	1,054
BY CITIZENSHIP					
U. S. CITIZENS	36,164	14,828	4,048	4,398	12,890
NON-CITIZENS	17,624	10,102	3,215	2,979	1,328

a/Includes personnel not subject to former OMB ceiling control.

b/See the Glossary for a list of the Other DoD Organizations.

c/See Glossary for the definition of the Washington, D.C., Standard Metropolitan Statistical Area (SMSA).

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TABLE 7

**DoD Indirect Hire Civilian Personnel, by Country,
According to Defense Component - March 31, 1995**

COUNTRY	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. a/
BELGIUM	710	669	0	2	39
GERMANY	22,259	17,575	0	3,247	1,437
GREECE	29	8	0	7	14
GUAM	4	0	4	0	0
JAPAN	16,844	3,168	9,181	3,761	734
KOREA	2,338	2,338	0	0	0
LUXEMBOURG	19	19	0	0	0
MALAYSIA	4	0	0	0	4
NETHERLANDS	308	273	0	2	33
SPAIN	1,135	0	1,060	16	59
TURKEY	20	19	0	0	1
UNITED KINGDOM	148	0	0	0	148
TOTAL	43,818	24,069	10,245	7,035	2,469

a/See the Glossary for a list of Other DoD Organizations.

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GLOSSARY

Civil Functions. Functions primarily associated with the civil works program of the Army Corps of Engineers. This program encompasses planning, programming, designing, constructing, and operating Federal water resource projects for navigation, flood control, hydroelectric power, water supply, recreation, and related activities. Civil functions also includes cemeterial workers (Army) and a conservation management employee (Air Force).

Competitive Service. All civil service positions in the Executive Branch, except:

1. Positions which are specifically exempted from the competitive service by or under statute;
2. Positions for which appointments are made by nomination for confirmation by the Senate, unless the Senate otherwise directs, or when specifically included in the competitive service by statute; and
3. Positions in the Senior Executive Service.

Also includes civil service positions not in the Executive Branch which are specifically included in the competitive service by statute.

Direct Hire Civilians. Employees hired directly by an agency of the Department of Defense (DoD). Included are foreign nationals hired by DoD to support DoD activities in their home countries.

DoD. Department of Defense.

Excepted Service. All positions in the Executive Branch of the Federal government (except Senior Executive Service positions) which are specifically excepted from the competitive service by or pursuant to a statute, the President, or the Office of Personnel Management.

Former OMB Ceiling Employment. Employees formerly subject to the Office of Management and Budget (OMB) employment controls used to administer Presidential employment ceiling limitations. Refer to the Office of Personnel Management Operating Manual, *The SF-113 Summary Data Reporting System*, for a delineation of employment formerly exempt from ceiling controls.

Full-Time Employees. Employees who are regularly scheduled to work the number of hours and days in the administrative work week for their employment group or class. (Usually 5 days of 8 hours each.)

Indirect Hire Civilians. Foreign nationals assigned to support U.S. forces through contracts or agreements with foreign governments (or agencies thereof). These personnel are employees of the foreign governments involved.

Intermittent Employees. Employees who are employed with no prescheduled tour of duty (i.e., employed on irregular or occasional basis).

Military Functions. Activities normally associated with the Uniformed Services.

OTHER DoD ORGANIZATIONS

- * Office of the Secretary of Defense (OSD)
- * Joint Chiefs of Staff (JCS)
- Inspector General of the Department of Defense (DoD IG)
- * U.S. Court of Military Appeals
- Uniformed Services University of the Health Sciences (USUHS)
- ** Defense Support Activities (DSAs)

Department of Defense Agencies:

- * Advanced Research Projects Agency (ARPA)
- * Ballistic Missile Defense Organization (BMDO)
- Defense Commissary Agency (DeCA)
- Defense Contract Audit Agency (DCAA)
- Defense Finance and Accounting Service (DFAS)
- Defense Information Systems Agency (DISA)
- Defense Investigative Service (DIS)
- * Defense Legal Services Agency (DLSA)
- Defense Logistics Agency (DLA)
- Defense Mapping Agency (DMA)
- Defense Nuclear Agency (DNA)
- * Defense Security Assistance Agency (DSAA)
- On-Site Inspection Agency (OSIA)

Department of Defense Field Activities:

- * American Forces Information Service (AFIS)
- ** Defense Civilian Personnel Management Service (DCPMS)
- * Defense Medical Programs Activity (DMPA)
- * Defense Prisoner of War/Missing in Action Office (DPMO)
- * Defense Technology Security Administration (DTSA)
- Department of Defense Education Activity (DoDEA)
- *** Drug Interdiction and Counter-Narcotics Account (DICA)
- * Office of Civilian Health and Medical Program for the Uniformed Services (OCHAMPUS)
- * Office of Economic Adjustment (OEA)
- * Washington Headquarters Services (WHS)

NOTE: * Organizations serviced by OSD.

** Organizations serviced by DLA and DISA.

*** Organization serviced by Military Services and selected DoD organizations.

Part-Time Employees. Employees who are regularly scheduled for a prearranged tour of duty which is less than the specified number of hours or days worked by full-time employees in the same employment group or class.

Permanent Appointments. Permanent appointments are defined within each type of service as follows:

1. **COMPETITIVE SERVICE** - Employees serving under career appointments who are serving or who have completed their initial appointment probation, or who are not required to serve an initial appointment probation. Also includes employees with career-conditional appointments.
2. **EXCEPTED SERVICE** - Employees whose appointments carry no restrictions or conditions, such as conditional appointments, indefinite or specific time limitations, or trial periods. Based on tenure, can include employees serving trial periods or those whose tenure is equivalent to career-conditional in the competitive service.
3. **SENIOR EXECUTIVE SERVICE (SES)** - All SES employees except those serving under "limited term" and "limited emergency" appointments.

Salaried Employees. Primarily employees occupying positions subject to the Classification Act of 1949, as amended, and a limited number of other employees whose compensation is established by other legislation, Executive Order, or administrative determination.

Senior Executive Service (SES). Positions in an agency with grade 16, 17, or 18 of the General Schedule or Level IV or V of the Executive Schedule (unless exempted). Also includes equivalent positions which need not be filled by appointment by the President and confirmation by the Senate, and which have not been specifically excluded from the SES.

Standard Metropolitan Statistical Area (SMSA). Consists of the District of Columbia; Calvert, Charles, Frederick, Montgomery, and Prince George's counties in Maryland; Alexandria, Fairfax, Falls Church, Fredericksburg, Manassas, and Manassas Park cities in Virginia; Arlington, Clarke, Culpeper, Fairfax, Fauquier, King George, Loudoun, Prince William, Spotsylvania, Stafford, and Warren counties in Virginia; and Berkeley and Jefferson counties in West Virginia.

Total Paid Civilian Employment. Total direct and indirect hire civilian employment. For direct hires, includes, with some exceptions, all direct hire employees who had not officially separated as of the reporting period or were on paid leave.

Wage System Employees. Employees whose basic rates of pay are fixed in accordance with locally prevailing rates or by wage boards or similar administrative authority. Includes prevailing rate employees. (Prevailing rate employees are those employed by an agency in a recognized trade or craft; other skilled mechanical craft; or an unskilled, semiskilled, or skilled manual labor occupation. Also includes any other person, including a foreman or supervisor, in a position where trade, craft, or labor experience and knowledge is a paramount requirement.)